

# HUMAN RESOURCES OFFICE YOKOSUKA JAPAN VACANCY ANNOUNCEMENT

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**ANNOUNCEMENT NUMBER:** CNRJ-45-09

**TITLE/SERIES/GRADE:** HUMAN RESOURCES SPECIALIST (RECRUITMENT/CLASSIFICATION),  
YA-201-02

**SALARY RANGE:** \$40,949 - \$ 64,403 PER ANNUM

**OPEN DATE:** 21 MAY 2009

**CLOSING DATE:** 4 JUN 2009

**Note:** Base salary of the selected candidate will be set within the range specified in this vacancy announcement and will be based on qualifications, education, experience, training and availability of funds.

**LOCATION:** COMMANDER NAVAL REGION, JAPAN, TOTAL FORCE MANPOWER & PERSONNEL DIR., HUMAN RESOURCES OFFICE, YOKOSUKA

**AREA OF CONSIDERATION:** Current permanent federal employees, reinstatement eligibles, VRA eligibles and military spouses preference/family members who reside within 2 hours commuting distance of Yokosuka/Yokohama area may apply.

## **NOTES:**

1. This position is one which this activity normally recruits for locally; therefore, Living Quarters Allowance (LQA), Transportation Agreement or any other benefits normally paid to a "Stateside" hire will NOT be granted.
2. Living Quarters Allowance (LQA), Transportation Agreement or any other benefits normally paid to a "Stateside" hire may not be granted to an applicant who does not currently receive these allowances and benefits.
3. **\*\*External Candidates** – See note regarding external referral procedures. You are an external candidate if you do not fall into the following categories: A current permanent Federal employee or former employee with reinstatement eligibility; a current NAF employee covered by the NAF/AF interchange agreement; or a former military member eligible for appointment under the Veterans Recruitment Act (VRA)
4. Military Spouse Preference eligibles will lose their preference upon acceptance or declination of a job offer to this position.
5. Must be a U.S. citizen.
6. NSPS Position: This position is covered by the National Security Personnel System. Information on NSPS, website at <http://www.cpms.osd.mil/nsps/index/html>.

## **DUTIES:**

Plans and executes intensive imaginative recruiting campaigns involving contacts at all level with a variety of recruiting sources over a wide geographical area, utilizing special recruiting authorities and other recruitment techniques. Provide classification consulting services resolving problems of more than average difficult for organization characterized by hard to fill positions. Prepares and/or review positions and job descriptions, conducts desk audits, writes reports of findings, and prepares evaluations as required for internal activity use or in response to external requirements. Provides advise assistant and guidance on a continuing basis to management, assuring proper classification of positions based on mission and management needs. Provide full range of services which are routine in nature such as: regulatory services, employee counseling, formal complaints and inquires and new employee orientation etc. Coordinating and providing advice on overseas employment and return placement program. Responsibilities include interpretation of pertinent provisions of the Joint Travel Regulations (JTR), Merit Staffing Program (MSP), DoD Priority Placement Program (PPP) and Office of Personnel Management (OPM) certification etc. Reviews input to DCPDS and monitors data in the system to ensure current and accurate reporting of personnel records in DCPDS. Assist in preparing local instruction implementing portions of the activity personnel staffing/classification programs.

## QUALIFICATION REQUIREMENT:

Candidates must meet the minimum qualifications requirements established for the lowest of work within the pay band **AND** must possess the quality of experience which is clearly demonstrate the possession of the knowledge, skills, abilities and/or competencies necessary for successful job performance.

(See specifics: OPM Qualification Standard for GS positions: (<http://www.opm.gov/qualifications/>) for GS positions Group Coverage Qualifications Standards for Administrative and Management Positions: <http://www.opm.gov/qualifications/SEC-IV/A/gs-admin.asp>)

**Evaluation Method:** Eligible applicants will be evaluated based on a comparison of the position requirements (Duties and Evaluation Factors) against the quality and extent of the experience or related education as reflected in their resume. Candidates are encouraged to ensure work experiences clearly show possession of knowledge of the subject matter pertinent to the position.

**EVALUATION FACTORS:** Applicants who meet the minimum qualification requirements will be rated on the following job related Knowledge, Skills and Abilities (KSAs). Applicants are strongly encouraged to address how their experience demonstrates each of these factors to receive full consideration.

1. Knowledge and skills in applying a wide range of personnel staffing, classification theories, concepts, practices, laws, policies, rules, regulations and procedures.
2. Knowledge of and skills in interpreting and applying pertinent provisions of JTR and overseas employment.
3. Skills in applying complex fact-finding, analytical and problem solving methods and techniques.
4. Skill in written and oral communication sufficient to prepare and present findings, recommend actions, develop and provide program training, and prepare instructions.

**SPECIAL REQUIREMENTS:** 1. ADDRESS KSAS.

**INQUIRIES REGARDING THIS VACANCY:** Call HRO Linda Yeck at 243-5342

**SEE ATTACHED PAGE FOR MORE INFORMATION AND APPLICATION INSTRUCTIONS**

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## HRO YOKOSUKA VACANCY ANNOUNCEMENT INFORMATION AND INSTRUCTIONS

**WHO MAY APPLY:** Refer to the **Area of Consideration** for each vacancy announcement. *Preference eligibles or veterans who have been separated from the armed forces under honorable conditions after 3 years or more of continuous service may apply, if the area of consideration extends beyond the Department of Defense. (Ref: Veterans Employment Opportunity Act of 1998 (VEOA98))*

**HOW TO APPLY:** Application and forms must be received in the **Human Resources Office, PSC 473, Box 22, FPO AP 96349-0022** by close of business (4.00 pm.) of the closing/cut-off date of the announcement. Applications may be submitted by mail, through the drop box located at the front entrance of the HRO building 1472 or at the **Customer Service Desk, HRO Bldg 1472, between the hours of 8:00 am. to 4:00 p.m., Monday through Friday. Postmark dates will not be accepted.** All applications must show the announcement number and grades applying for. Do not submit copies of position/job descriptions or other documents/extraneous material not requested. It is the applicant's responsibility to make a copy of the application and attachments for future use. **Applications and attachments will not be retrieved for duplication or for return.** Each applicant is responsible for submitting complete information on his/her qualifications. Applicants must meet all eligibility and qualifications requirements (including time-in-grade requirements for GS-positions) as of the closing date/cut-off date of the announcement. **Failure to submit required information or to meet the closing/cut-off date may result in a loss of consideration for the position for which you are applying.** E-mailed and FAXED applications will not be accepted. Unsolicited documents will be discarded.

## FORMS/INFORMATION REQUIRED:

1. [OF 612](#) - Optional Application for Federal Employment, resume, Application for Federal Employment (SF-171) or other written format. ***Those using a resume or other written format should refer to the flyer [OF 510](#) - "Applying for a Federal Job" for required information.***
2. **Resume and alternative forms of applications MUST contain the following:**
  - Announcement number, title and grade of the job for which you are applying.
  - Full name, mailing address, and day and evening telephone numbers; Social security Number; country of citizenship
  - Education: Name of high school, city, state and date of diploma or GED; name of college and/or university, city state; majors with type and year of any degrees received.
  - Highest Federal civilian grade held (also give job series and dates held\*); proof of reinstatement eligibility, if applicable.
  - Work Experience: Job title, duties and accomplishments, employer's name and address; supervisor's name and phone number; starting and ending dates (Mo/Yr), hours per week, & salary. Include all relevant experience, whether it was paid or volunteer work. Do not send copies of job descriptions, personal endorsements or other unsolicited material. If you do not wish us to contact your present employer, please state clearly.
  - Other Qualifications: List dates and titles of job-related training courses, certificates, licenses, honors, awards, and special accomplishments.
  - An original signature and date.
3. Supplemental Experience Statement or separate sheet addressing KSAs (knowledge, skills & abilities) or QRF (quality ranking factor) as required by the announcement.
4. Copy of most recent performance appraisal.
5. ***\*SF-50 copy - If current or previous Federal employee or reinstatement eligible. NAF employees must provide most recent copy of Personnel Action Report (PAR) and [HRSCPR 12300](#). CIPMS employees must provide a copy of the SF-50 which shows the appointment into a position covered by CIPMS and the most recent SF-50.***
6. DD-214 indicating type of discharge (Member 4 copy). If claiming 10 point Veterans' Preference, submit an SF-15 and VA letter or certificate (dated within one year). Required if area of consideration includes VRAs or 30% Disabled Veterans and VEOA98 eligibles.
7. [Questionnaire to Application for Federal Employment](#).
8. Male candidates born after December 31, 1959 must submit [PRE-APPOINTMENT CERTIFICATION STATEMENT FOR SELECTIVE SERVICE REGISTRATION](#) form. For further information: <http://www.sss.gov>
9. All other forms and information required in the specific vacancy announcement, including any additional forms or information applicable to your specific situation as outlined below.

**QUALIFICATION REQUIREMENTS:** Evaluation will be based on OPM approved qualification standards for the specific occupational series. **Selective Factors**, if identified, are part of the minimum qualification requirements and will be used for determining basic eligibility in that they represent knowledge, skills, abilities, or special qualifications that are in addition to the minimum requirements in a qualification standard, but are determined to be essential to perform the duties and responsibilities of a particular position. Applicants who do not meet a selective factor are ineligible for further consideration.

**EDUCATION:** When education is a basic requirement for the position, or when substituting education for experience, applicants **MUST** provide documentation or proof that he/she has met the education provisions with their application (Acceptable documentation/proof: official transcripts OR statement from institutions registrar, dean, or other appropriate official for **ALL** institutions attended). Foreign education must include evidence that it is comparable to education received at accredited educational institutions in the United States. All substitutions of education for experience will be made in accordance with OPM approved qualification standards. Only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education are acceptable to meet positive education requirements or to substitute education for experience. For additional information, please go to the Office of Personnel Management (OPM) and the U.S. Department Education websites at <http://www.opm.gov/qualifications> and <http://www.ed.gov/admins/finaid/accred/index.html>

### **SUPERIOR ACADEMIC ACHIEVEMENT (S.A.A.)**

S.A.A. is based on **(1)** Class standing—must be in the upper third of the graduating class in the college, university, or major subdivision **OR (2)** Grade-point average—a) 3.0 or higher out of a possible 4.0 as recorded on their official transcript, or as computed based on 4 years of education, or computed based on courses completed during the final 2 years of the curriculum; or b) 3.5 or higher out of a possible 4.0 based on the average of the required courses completed in the major field or the required courses in the major field completed during the final 2 years of the curriculum **OR (3)** honor society In order to be creditable under this provision, superior academic achievement must have been gained in a curriculum that is qualifying for the position to be filled.

**EVALUATION METHOD:** Information contained in the application to include KSAs, supplemental experience statement (if required) and performance appraisal will be used to determine basic eligibility and to identify the best qualified candidates. Applicants who meet the minimum qualification requirements will be rated on the job related KSA's to **identify the best qualified candidates**. For each work experience, if you describe more than one type of work (for example, carpentry and painting, or guard and supply), provide the approximate percentage of time you spent doing each.

**\*\*EXTERNAL REFERRAL PROCEDURES:** Referral of external candidates will be in accordance with Title 5 CFR 333 requiring that eligible applicants be referred in priority group order. Applicants in lower preference groups might not be referred for consideration even though rated as qualified, if a sufficient number of higher-preference group applicants are qualified and available for the position. This would preclude the selection of candidates from lower preference groups.

**\*\*\*MILITARY SPOUSE PREFERENCE (MSP)/FAMILY MEMBER PREFERENCE (FMP):** Candidates claiming MSP/FMP must include a copy of sponsor's permanent change of station orders authorizing movement of spouse to the overseas command, or other appropriate documentation that supports that preference. Additional documentation may be required prior to granting preference. Please indicate in your application if you are claiming MSP. **Applicants claiming MSP MUST address the knowledge, skills, and abilities (KSAs) listed in this announcement.** Family members of locally hired DoD civilian employees are not eligible for family member preference. Military Spouses/Family Members may file applications for employment with overseas civilian personnel offices 30 days before their anticipated arrival within the command. However, spouses/family members may not receive preference until actually arriving at the overseas location.

**VETERANS' PREFERENCE:** A 5-point preference is granted to veterans who entered military service prior to October 14, 1976, or who have served in a military action for which they received a Campaign Badge or Expeditionary Medal. However, you may be entitled to 10-point veterans' preference if you are a disabled veteran; you have received a Purple Heart; you are the spouse or mother of a 100% disabled veteran; or you are the widow, widower, or mother of a deceased veteran. If you are claiming 10-point veteran preference, you will need to submit an SF 15, Application for 10-point Veterans' Preference, plus proof required by that form.

The Defense Authorization Act of November 18, 1997, extended veterans' preference to persons who served on active duty during the Gulf War from August 2, 1990, through January 2, 1992. The law grants preference to persons otherwise eligible and who served on active duty during this period, regardless of where the person served or for how long. The law also authorizes the Secretary of each military department to award the Armed Forces Expeditionary Medal for service in Bosnia during the veterans' preference. More information on veterans' preference is available in the VetGuide that may be found on the United States Office of Personnel Management web site: <http://www.opm.gov>

On January 6, 2006, the President signed into Public Law 109-163, the Defense Authorization Act for FY 2006. This law has expanded the definition of veterans' preference, which now includes those individuals who served on active duty for a period of more than 180 consecutive days, any part of which occurred during the period beginning September 11, 2001, and ending as of the close of Operation Iraqi Freedom. If you believe you meet this requirement, you must ensure that your resume and supplemental data reflect your active duty service dates accordingly and submit a DD-214.

If you are currently in terminal leave or any leave status and can not obtain a copy of your DD214, you must ensure that you submit a statement of service or any official document which shows your military service period, Campaign Badges and/or Expeditionary Medals.

#### **OTHER PERTINENT INFORMATION:**

- The filling of positions is subject to referrals and placement from regulatory placement programs.
- Management reserves the right to fill these positions by the most appropriate method. At management's discretion, the area of consideration indicated in the announcement may include noncompetitive eligibles, who may be referred to the selecting official at any point during the recruitment process. Acceptance of applications under this procedure does not guarantee referral. If circumstances warrant, management may decide at any time to cancel a vacancy, change the area of consideration, and/or the number of positions to be filled. The selecting official is entitled to select any certified candidate, to nonselect all candidates or to select from other sources during the recruitment process.
- Applications from this announcement may be referred for future vacancies of the same title, series, and grade which occur at the same activity within 90 days of the selection/closing date of the announcement.
- It is a violation of 18 USC 1719 to use a postage paid government envelope to mail job applications. Facsimile applications will not be accepted, unless otherwise authorized.
- Selectee will be required to participate in Direct Deposit Electronic Fund Transfer as a condition of employment.
- Initial tour of duty is 36 months. Family members are tied to the sponsor's tour.
- Locality pay does not apply in the overseas area.
- Benefits and allowances afforded in Japan are administered by the Department of State and are subject to change at anytime without advance notification.
- Male candidates who are born after December 31, 1959 will be required to submit proof of registration with the Selective Service System or proof of exemption.
- Active Duty Military members applying for this position who are separating from the military must provide separation orders or other document that verifies the separation date, and list of campaign Expedition Medals from the Service Record.

#### **AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

There will be no discrimination in identification, qualification, evaluation, or selection of candidates because of political, religious, or labor organization affiliation or nonaffiliation, marital status, race, color, sex, sexual orientation, national origin, nondisqualifying physical handicap or age.